



**Maynooth University**  
National University  
of Ireland Maynooth

## Maynooth University Placement 2017/18

**Name:** Eden O'Hara BBA Business & Management

**Placement Partner Organisation:**  
Electric Ireland

### Job Description:

As a member of the HR team, I contributed and supported the delivery of efficient and effective HR Strategies. The objective of the role is to enable the business to achieve its goals through developing and facilitate HR processes that build the competencies and performance of Electric Ireland.



### What I Did:

- Supported R&S with recruitment campaigns, scheduling interviews with candidates, preparing interview packs, psychometric tests & case studies and organising interview feedback sessions
- Provided advise and support to line managers in relation to performance reviews, attendance management, disciplinary procedures and employee engagement.
- Organised workshops and training in areas such as disciplinary and grievance to support managers in their role
- Gained exposure to key HR activities such as SRP, Headcount Management and Succession Planning.
- HR Representative on cross departmental committees and initiatives
- Involved in the implementation of the Electric Ireland Career Development Framework
- Assisted Employees with a wide range HR queries related to Training & Development, annual leave entitlements and expenses
- Attended Electric Ireland social events, sports days, BBQ's, outdoor cinema nights, electric picnic and many more
- Enrolled in Training courses, Employment Law (IBEC) and Interviewing skills (RSM)

### Learning Outcomes:

#### Career Developments

- Industry experience: Having 14 months HR experience gives me a competitive advantage over other graduates
- Supported entry into the working environment, I received a lot support and development in Electric Ireland which helped the transition from the academic environment into the professional environment
- Confidence that HR is the right career choice for me – it's impossible to know without experiencing it first hand
- Networking opportunities with experienced professionals
- ESB Graduate Program Interview in November

#### Academic and Personnel Development

- Time Management: I've become more confident in prioritizing task and assignments
- Teamwork: Working in a team environment has made me more comfortable with group assignments
- Ability to relate academic theories to real experiences has improved my understanding and critical thinking in class
- Confidence in my ability, the placement experience has opened so many doors and opportunities

**Contact:** Placement Office [placement@mu.ie](mailto:placement@mu.ie)